

Pathways Facilitator

Kaupapa | Purpose

The Pathways Facilitator supports equitable access and success for ākonga in Youth Guarantee programmes by guiding learners, whānau, and stakeholders through pathways, services, and opportunities across Toi Ohomai and the wider community.

Working collaboratively, the role builds strong relationships and delivers coordinated, learner-centred support that removes barriers, enhances engagement, and advances positive outcomes for rangatahi, particularly Māori and priority learners.

Reports to: Head of Pathways and Partnerships

Team: Pathways and Partnerships

Remuneration: \$71,460.80 - \$89,326.00 (fixed remuneration)

Date: March 2026

Ngā mahi | Do

Build and sustain meaningful partnerships that enable access, engagement, and progression for ākonga, whānau, iwi, schools, and community stakeholders.

Facilitate equitable learner pathways by removing barriers, connecting ākonga to appropriate supports, and ensuring smooth transitions into and through Youth Guarantee programmes.

Coordinate responsive, learner-centred service delivery that ensures effective communication, streamlined processes, and consistent support across teams.

Drive engagement and participation growth through proactive outreach, promotion, and innovative approaches that increase awareness and uptake among priority learners.

Champion continuous improvement and sustainability by strengthening systems, ensuring compliance, and contributing to effective, data-informed practice and team performance.

Demonstrate commitment to:

Ākonga at the center through ensuring positive outcomes for ākonga in all aspects of their learning journey.

Te Tiriti o Waitangi and Māori Success by positively championing and contributing to the success of partnerships with Iwi, Hapū and Mana Whenua, honoring Te Tiriti o Waitangi to uplift Māori success.

Equity by identifying and removing barriers to participation and achievement, and fostering inclusive, culturally responsive environments where all ākonga and kaimahi can thrive.

Vocational Education Excellence through building responsive provision and services to meet the needs of ākonga, and stakeholders and to enable future sustainability.

Pūkenga | Have

Relevant NZQF Level 5 diploma (or equivalent experience) and a full, current NZ driver licence

3–5+ years' experience working in education, youth, or community settings, supporting learner engagement and success

Experience coordinating programmes or initiatives, with the ability to manage processes and stakeholder relationships

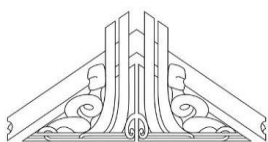
Experience building strong, trusted relationships with Māori, whānau, and community partners

Highly effective communication, organisation, and problem-solving skills, with demonstrated ability to navigate complexity and manage multiple priorities

Demonstrated cultural competence, commitment to Te Tiriti o Waitangi, and passion for improving equitable outcomes for ākonga

Waiaro | Be

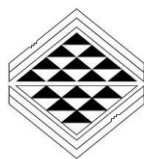
At Toi Ohomai, Toiohomaitanga describes our way of doing and being. It reflects how we care for each other, work together, and uphold our shared purpose. These behaviours apply to all kaimahi, with expectations scaled to the nature and level of each role. They guide how we show up in our mahi,



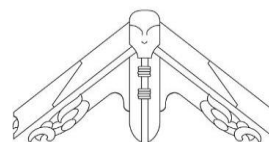
WHANAUNGATANGA



TOITUTANGA



MANAAKITANGA



KOTAHITANGA

contribute to our collective success, and reflect our commitment to Ā mātou uara | Our values in everyday practice.

Ako: Demonstrates curiosity and a commitment to continuous learning. Applies new knowledge to improve practice and outcomes and actively contributes to a culture of shared growth. This supports toitūtanga by sustaining excellence and adaptability over time.

Authentic and Inclusive: Fosters inclusive environments where people feel safe, respected, and able to be themselves. Actively includes diverse perspectives, addresses inequities, and supports others to thrive. These behaviours reflect manaakitanga through care, generosity, and upholding the dignity of all.

Connected: Builds and maintains strong, trusting relationships across teams and communities. Fosters cross-functional collaboration by sharing knowledge, aligning efforts, and supporting others to achieve shared goals. Communicates with empathy and respect, contributing to a shared sense of purpose. This strengthens whanaungatanga by nurturing meaningful connections and collective wellbeing.

Innovative and impactful: Identifies opportunities to improve and applies evidence, creativity, and courage to drive meaningful change. Uses data and insights to inform decisions, challenge the status quo, and focus on outcomes that matter for ākonga, kaimahi, and communities. These behaviours reflect kotahitanga, recognising that lasting improvement is strengthened through collaboration and shared purpose.

Engaged: Actively participates in Toi Ohomai initiatives that advance our vision. Shares knowledge, supports others, and contributes to a positive, forward-focused culture. This is how we can live kotahitanga, working together with unity and purpose.

Self-aware: Demonstrates humility, reflection, and openness to feedback. Understands the impact of their actions and takes responsibility for creating conditions where others can thrive. This reflects toitūtanga through thoughtful and courageous practice that supports respectful relationships and sustainable ways of working.

Ngā Hononga Mahi | Working relationships

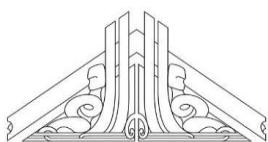
Internal: Pathways & Partnerships Team, Academic Kaimahi, Māori Success, Ākonga Support, Careers and Administration Kaimahi

External: Whānau, schools/kura, iwi and hapū, community organisations, government and youth agencies

Resource delegations and responsibilities:

Financial: N/A

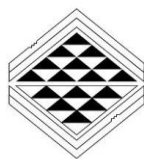
People: N/A



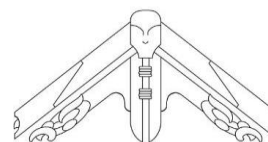
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